

WAGM
EEO PUBLIC FILE REPORT
12/1/2021 TO 11/30/2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	In House Station Posting; Susan Willett, 12 Brewer Rd, Presque Isle Maine 04769	N	2
2	WAGMTV www.wagmtv.com ; Susan Cyr, 12 Brewer Rd, Presque Isle Maine 04769	N	3
3	WAGM TV-8 on air broadcast promotion	N	0
4	NMCC 33Edgemont Dr, Presque Isle ME 04769	N	2
5	University of Maine at Presque Isle, 181 Main St. Presque Isle Maine	N	0
6	TV JOBS www.tvjobs.com , PO BOX 4116, Oceanside, CA 92052	N	1
7	Opportunities Aroostook, www.opportunitiesaroostook.com , 26 North St. Box 138, Presque Isle, ME 04769	N	1
8	Southern Maine Community College, 2 Fort Road, South Portland ME	N	0
9	New England School of Communications/Husson University; Mark Nason, One College Circle, Bangor ME 04401	N	0
10	University of Maine Systems- Career Systems www.umaine.edu/career	N	0
11	Indeed www.indeed.com , 6433 Champion Grandview Way, Building 1, Austin TX, 78750	N	10
12	Media Match, http://www.media-match.com , P.O. Box 48220 Los Angeles, CA 90048	N	0
13	People Matter/Snag www.peoplesmatter.com Gray Television, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta GA 30319	N	0
14	Gray Television website www.gray.tv/careers	N	9
15	Word of Mouth	N	11
16	Facebook www.facebook.com	N	4
17	Linkedin www.linkedin.com/jobs	N	0
18	Maine JobLink www.joblink.maine.gov	N	0
19	Career Builder www.careerbuilder.com		0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Management Training	Feb 17, 2022 – Our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP
2	Scholarship Program	July 22, 2022 – WAGM funds a scholarship program for students interested in enrolling in higher education in the broadcast field. The station awarded WAGM’s Rene Cloukey Scholarship of \$2000 to a student this year.
3	Participate in Events sponsored by Education Institutions	April 7, 2022 – WAGM gave the University of Maine Presque Isle journalism students a tour of the station and described the various jobs in each department.
4	Participate in Events sponsored by Education Institutions	February 9, 2022 – News Director and Assistant News Director spoke to a journalism class at UMPI. Discussion included jobs available in the industry, ways to succeed, and what to expect on a job interview.
5	Internship Program	May 23-June 23, 2022 – WAGM offers an internship program. During this reporting year, one intern participated in our program to learn about different jobs in broadcasting. The student was attending Husson University through a NESCOM program.